



2026

hirevue[★]

2026 Global AI in Hiring Report

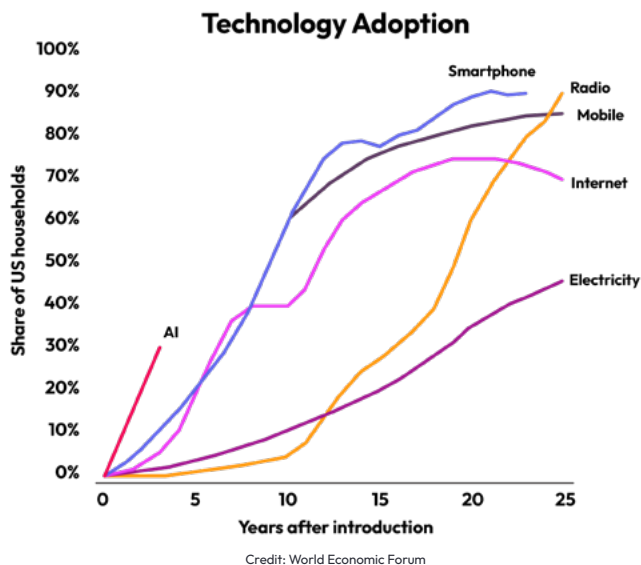
AI is now embedded, while trust and transparency have become essential priorities.



AI ISN'T EMERGING ANYMORE. IT'S EMBEDDED.

AI has entered a new maturity phase. In just 3 years, AI has moved from an emerging trend to an everyday reality—reshaping how we work and live.

AI adoption is accelerating faster than any [major technology shift](#) before it. And as AI becomes embedded in daily workflows, it's fundamentally changing how organizations identify, evaluate, and select talent.



And when AI changes how we work or how we want to work, it's going to also have an impact on how we hire.

AI in the world of work is at a tipping point between HR and candidates. There's an overwhelming use of AI by candidates creating high volumes of hard-to-distinguish talent (**71% of candidates use AI to write resumes**) while TA leaders are balancing how they use AI to manage this AI explosion in a fair and responsible way. While **77% of HR teams use AI weekly or daily, only 41% trust these systems**. The result? The gap is widening, TA teams are stuck in the middle, and the resume is losing its value in hiring.

Hirevue surveyed over 3,100 global hiring managers to understand their use and views on AI in hiring. And this year's top themes are clear:

- AI has moved from experimentation to everyday work
- AI is transforming hiring workflows and beyond automation and productivity and driving outcomes
- AI is changing candidate behavior and hiring teams are trying to keep up
- Trust is stabilizing, but explainability and transparency matter more than ever

AI in hiring is entering a new phase of maturity, moving from exploration and a focus on productivity gains to operational transformation and responsible deployment. And both sides of the hiring process are now AI-enabled.

Hiring teams are using AI through the hiring journey, from writing job descriptions and screening applicants to scheduling and qualifying talent to empowering decision support. Alternatively, candidates are using AI to explore roles, polish resumes and cover letters, inspect employers, prepare for interviews, and optimize how they present themselves.

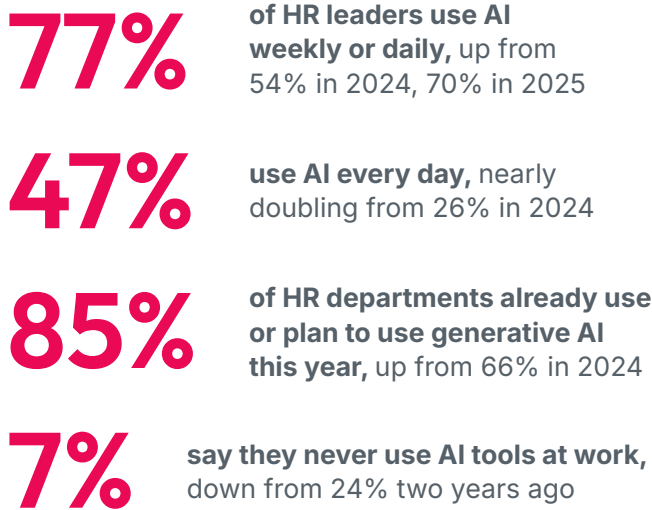
Hiring is no longer a one-sided evaluation. It's AI-enabled on both sides.

The result is a new dynamic where trust, transparency, and evidence matter more than ever.

Because responsible AI is the only competitive advantage that lasts.

AI USAGE IS NOW DEFAULT BEHAVIOR.

AI is no longer an emerging tool. It's table stakes. It's a standard part of how HR teams work and hire. What was once experimental is now essential.



This shift reflects more than increased usage. It signals a fundamental change in how hiring teams think about AI: not as a tool but as infrastructure.

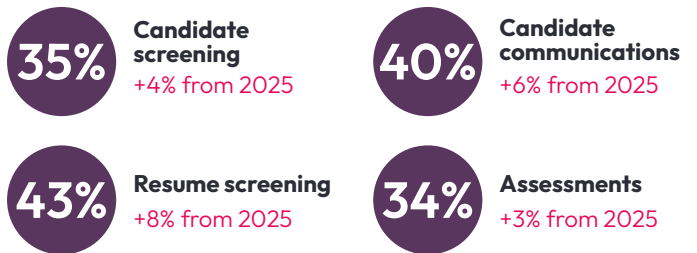
We see a major shift in what hiring teams fundamentally believe in AI. We've moved beyond experimentation. AI is now embedded in daily hiring workflows, with adoption doubling in just two years. For hiring teams, it's no longer optional but rather foundational.

AI IS NO LONGER A SIMPLE TOOL ADDED IN. IT'S THE HIRING INFRASTRUCTURE.

In 2024, AI was used primarily for screening and experimentation before exploding productivity and efficiency gains in 2025. But this year, AI has expanded across the entire hiring lifecycle.

AI is no longer just improving productivity. It's reshaping the hiring workflow itself.

From first interaction to final recommendation, AI is now embedded across the process, accelerating speed, improving communication, and strengthening decision-making.



And when speed and productivity have real business impact, hiring teams need technology that supports predictive insights rather than reactive decisions.

Hirevue solutions leverage millions of validated interactions to identify who will succeed, turning hiring from guesswork into foresight at scale. End-to-end workflow combines structured interviewing, assessments, agentic AI, and automation to ultimately ensure not only more productivity but predictive insights.



REVEAL TOP TALENT AT EVERY TOUCHPOINT.

Hirevue's AI Interviewer reveals proven capability at enterprise scale with human care. By combining science and voice to surface predictive insight, the agent reveals who meets the demands for every role earlier in the hiring journey—insight richer than a chatbot alone can provide.

Modern hiring demands understanding job performance impact at enterprise scale, so every hire is qualified, retention improves, and efficiency increases.

And in addition, **80% say employees using generative AI are more or equally productive.** Today's teams are expected to do more with fewer resources, and productivity ultimately drives the bottom line.



Hirevue
Associate in Acceleration
Verified

Congratulations Renee! You've been selected for the shortlist for the Associate in Acceleration role at Hirevue.

Your next step is a quick 10-minute phone screen (no video) with our AI assistant to capture basic qualifications and answer your questions. Please complete it any time that's convenient for you in the next few days. Once finished, a recruiter will review your call and follow up with the next steps.

Use of AI + Recording ⓧ

Your interview will be recorded and analyzed using AI-powered tools to create summaries, evaluate responses, and support the hiring process. [Learn more](#)

I agree to the recording of my interview and the use of AI-powered tools to analyze my responses and support the hiring process.

Schedule for later

Call me now

Decline

Boosting hiring productivity at scale with AI-powered screening

MUFG (Mitsubishi UFJ Trust and Banking) used Hirevue's AI-powered video assessments to modernize high-volume graduate hiring, where thousands of applications must be screened quickly. By digitizing early-stage interviews, they significantly reduced manual screening effort and improved recruiter efficiency, enabling teams to assess more candidates in less time while focusing on higher-value evaluation tasks.

This shift drove productivity in two key ways:

- **Faster, scalable screening:** Automated video assessments streamlined the evaluation of large applicant volumes, minimizing time spent on scheduling and initial interviews.
- **Better allocation of recruiter time:** Recruiters could focus on identifying high-potential candidates rather than administrative work, improving overall hiring throughput and decision quality.

As a result, MUFG not only **increased hiring efficiency** but also **expanded its talent reach**, growing the number of universities sourced by 19%, without adding operational burden.

[Read the full case study here.](#)

19% greater reach **61%** more interviews

How AI automation delivered \$667K in annual savings

By implementing Hirevue's AI-powered automation and Workday integration, Children's Hospital of Philadelphia (CHOP) transformed hiring efficiency and unlocked measurable business impact. Automation eliminated manual phone screens and streamlined candidate workflows, saving thousands of hours annually and enabling recruiters to focus on higher-value, strategic work. As a result, CHOP achieved **over \$667,000 in annual cost savings** while significantly accelerating hiring processes and improving overall operational efficiency—demonstrating how AI-driven productivity gains directly translate into tangible business outcomes.

85 NPS **\$667k** cost saving



AI IS CHANGING CANDIDATE BEHAVIOR, AND HIRING TEAMS ARE TRYING TO CATCH UP.

AI is now part of the hiring process on both sides.

Candidates are proactively using AI to write resumes, draft cover letters, and prepare for interviews, ultimately forcing organizations to rethink how they evaluate talent.

Candidate AI usage has surged:



However, there is a disconnect between what hiring teams feel they are able to do and what they believe candidates should be able to do. Remember, 48% feel more positive about AI than last year, and 70% of HR leaders say they're excited about AI in the workplace.

Perception of candidate AI use has shifted:

- **62%** say using AI is smart
- **31%** say it's cheating (more than double last year)

While trust in AI is growing among HR teams, skepticism toward candidate use is increasing, revealing a double standard that creates confusion and risk.

CHEATING

Today, nearly 100% of hiring teams consider cheating using AI tools in the hiring process a problem, with 64% considering it a significant or extremely significant issue.

Hirevue solutions offer cheating detection, especially useful for technical assessments that involve coding.

"In a world where both candidates and employers are AI-enabled, the goal isn't to remove AI from hiring. It's to use it responsibly to reveal real skills, build trust, and make better decisions," says Mike Hudy, Chief Science Officer at Hirevue.

What else qualifies as cheating? Using AI to prepare for an interview? Researching a company? Building a resume? Whatever your company's stance on what constitutes cheating, tell your candidates.

Include details or introduction videos that share your expectations, but remember to keep your process human-centered—ensuring your process holistically values your candidates and their time.

Your hiring technology should be trusted and transparent, and reputable solutions are trusted and transparent for both parties.

RESPONSIBLE AI IS NOW A BUSINESS REQUIREMENT.

The conversation has shifted from adoption to responsibility. HR leaders remain optimistic about AI, but the focus is now on governance, transparency, and how AI is used, not whether it should be used.



These stats paint a clear picture: There is a trust gap that makes AI explainability absolutely critical. Hiring teams need to understand not just what the AI is telling them but why.

Today's top concerns:

- Biased recommendations (**46%**)
- Legal compliance (**39%**)
- Candidate perception (**39%**)

Ensuring you're deploying technology that is built with trust and transparency at its core is expected for enterprises that need to hire with both confidence and integrity.

When both hiring teams and candidates are using AI, the goal isn't to eliminate AI from the process. It's to ensure it's used in a way that reveals true skills and capabilities, not just polished outputs.

How it compares to the past:

- **2024:** Trust was emerging
- **2025:** Trust surged with productivity gains
- **2026:** Trust stabilizing, and explainability becomes the priority

Hirevue technology delivers innovation founded on transparent, scientifically valid AI where every interaction is authentic and every stakeholder can trust how decisions are made.

In this era of heightened AI governance and candidate scrutiny, trust isn't optional.

Defensible AI hiring is evidence-led. It's built on science and experience to ensure your team is not just covered legally, but also simply doing the right thing. Because structured, fairer hiring is better hiring.

Hirevue delivers AI with built-in defensibility that undergoes bias audits and governance scrutiny, protecting organizations from risk while ensuring authentic, high-integrity hiring experiences.

THE CANDIDATE POV

While HR leaders are rapidly operationalizing AI, candidates are evolving just as quickly, ultimately bringing their own AI tools into the hiring process.

On the employer side, AI is now embedded across workflows, from screening to communication. But candidates are not passive participants in this shift. In 2026, they are actively using AI to apply and interview for jobs, fundamentally changing how they present themselves.

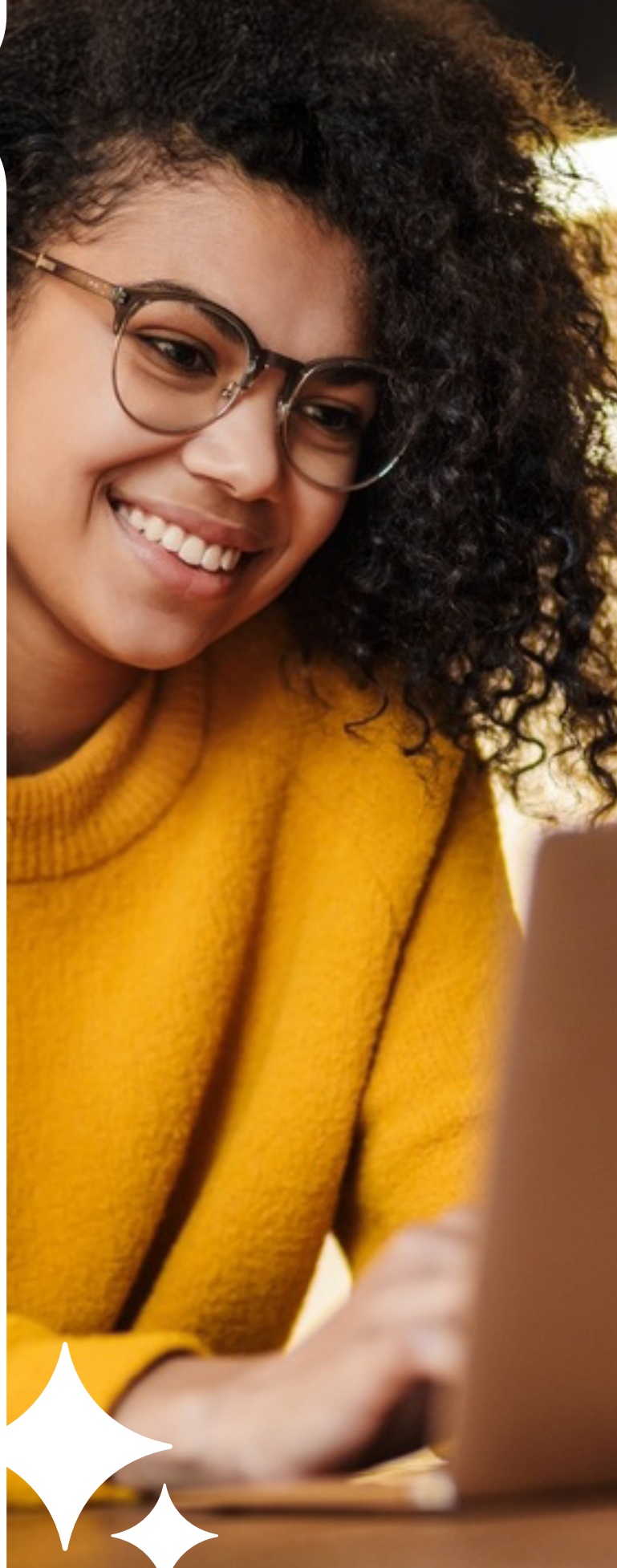
This creates a new dynamic: hiring is no longer a one-sided use of AI. Instead, it's an AI-enabled interaction on both sides of the process.

Importantly, candidate use of AI is not viewed purely negatively. A majority of HR leaders (62%) still see it as "smart," though concern is rising, with 31% now viewing it as cheating (more than double last year). This reflects a broader shift from surprise to adaptation.

At the same time, candidates continue to value human connection. While AI enables speed and efficiency, 65% of candidates still prefer interacting with a human over a chatbot during the hiring process.

The takeaway: Candidates are embracing AI as a tool for access and preparation, but they still expect fair, transparent, and human-centered hiring experiences.

For employers, this signals a clear path forward: Success won't come from replacing human interaction but from balancing AI efficiency with human judgment, transparency, and trust.



AI IN HIRING: FROM ADOPTION TO ADVANTAGE

AI in hiring has reached a turning point. What began as experimentation is now infrastructure embedded across workflows, shaping decisions, and redefining how talent is identified and evaluated.

But maturity brings new expectations. Success is no longer about adopting AI faster.

It's about deploying it better with transparency, governance, and trust at the core.

At the same time, hiring is no longer a one-sided transformation. Candidates are just as AI-enabled as employers, creating a new dynamic where both sides are leveraging technology to compete and succeed. This shift demands clarity, consistency, and a renewed commitment to fairness.

WHAT LEADERS SHOULD DO NOW

1. Rethink how you screen for an AI-polished candidate pool

Traditional screening assumes static, human-generated applications. That's no longer reality. Redesign your screening to evaluate skills not resumes. Assessments empower teams to validate the skills that ultimately measure success and offer teams data-backed insight into who will perform all while improving speed, fairness, and candidate experience.

2. Invest in explainability and transparency as a competitive advantage

Trusted AI and responsible use are now differentiators in hiring. Candidates are increasingly skeptical of opaque AI decisions, so ensure your vendors' technology is explainable, understandable, auditable, and defensible. (Hint: Vendors should be able to explain how their technology works in a way that actually makes sense.)

3. Build hiring practices that are truly predictive and not just efficient

Speed should be the norm, so better outcomes are what should set your processes apart. Invest in technology that is predictive at scale to measure on-the-job success and not just keyword matches. Hirevue technology is continuously validated against real hiring outcomes, so you can drive impactful results.

4. Ensure your technology is grounded in science

Your solutions should be validated, fairer, and built for real hiring outcomes. The checklist for organizations? Responsible AI vendors whose technology is not only explainable but:

- ✓ **Trusted & transparent**
- ✓ **Evidence-led**
- ✓ **Human-centered**
- ✓ **Predictive at scale**

The organizations that will lead in this new era are those that balance AI efficiency with human judgment, building hiring processes that are predictive, defensible, and deeply human-centered.

Because in a world where every tech vendor claims responsible or trusted AI, trust and evidence become the differentiators and deciding factors in winning talent. Your vendor should easily supply bias audits, science backed validation, and candidate transparency that stands up to inspection from all angles.

See how Hirevue can help you in your AI journey.



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